

**State of Connecticut**  
**Commission on Human Rights and Opportunities**  
**Regular Commission Meeting**  
**Legislative Office Building, Room 1A**  
**300 Capitol Ave**  
**HARTFORD, CT 06103**  
**Wednesday, October 9, 2019**



**2:00 p.m.**

**Regular Commission Meeting Minutes**

**Commissioners Present**

Cherron Payne, Chair  
Edward Mambruno, Secretary  
Edith Pestana  
Andrew Norton  
Joseph Suggs  
Nicholas Kapoor  
Neeta Vatti

**Commissioners Absent**

Lisa Giliberto

**Staff Present**

Tanya Hughes, Executive Director	Alix Simonetti, HRO Attorney
Cheryl Sharp, Deputy Director	Ronald Simpson, Regional Manager
Darcy Jones, Legislative Analyst	Muriel Carpentier, HRO Representative
Michelle Dumas Keuler, HRO Attorney	Kristen Daniels, Executive Secretary
Shawn Burns, Regional Manager	
Monica H. Richardson, Executive Secretary	
Justice Abdullah, High school Intern	

I. Chairperson: Cherron Payne, Presiding

The meeting was convened at 2:07 p.m.

II. Secretary: Edward Mambruno

A motion was made by Commissioner Norton to approve the minutes of the July 10, 2019. It was seconded by Commissioner Suggs. The vote: Yes (4), No (0), and Abstentions (2). The motion carried.

III. Affirmative Action Recommendations – Vote Required

The following plans were presented by Deputy Director Cheryl Sharp

Staff Recommendations: **Approval**

1. **Office of the Secretary of State**

Representing the agency were Blanche H. Reeves Tucker, Fiscal Administrative Manager and Sofia Bonilla, HR Specialist.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all of its hiring goals at 40%. The promotion goals were not established and the program goals were met 100%.

The Contract Compliance Set-Aside Program for FY 2017/2018 showed 11% achievement for the SBE and 44% achievement for the MBE.

The filing history is as follows: 2011, 2013, and 2015, approved, 2017 Disapproved and 2018, Approved.

A motion was made by Commissioner Kapoor and seconded by Commissioner Pestana to accept the staff recommendation to **approve** the plan of the Office of the Secretary of State and **resume biennial** filing status. The vote: Yes (5), No (0) and Abstentions (1). The motion carried.

2. **Department of Public Health**

Representing the agency were Deputy Commissioner Heather Aaron, Joanne Yandow, Staff Attorney 3, Amanda Anduaga-Roberson, Affirmative Action Officer, and Michael Carey, Director of Human Resources.

The plan was recommended for **Approval**:

The agency has met all or substantially all of its hiring goals at 53%. The promotion goals were met at 76% and the program goals were met at 100% (1 out of 1).

The Contract Compliance Set-Aside Program for FY 2017/2018 showed 203% goal achievement for the SBE and 437% for the MBE.

The filing history is as follows: 2014, 2015, 2016, 2017, and 2018, Approved.

A motion was made by Commissioner Kapoor and seconded by Commissioner Suggs to accept the staff recommendation to **approve** the plan of the Department of Public Health and retain **annual** filing status. The vote was: Yes (5), No (0) and Abstentions (1). The motion carried.

3. Eastern CT State University

Representing the agency were Dr. Elsa Nunez, President, Dr. Stacey Close, Associate Provost/Vice President for Equity and Diversity, and Mr. Jianguo Zhu, HR Administrator.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all of its hiring goals at 41%. The promotion goals were met at 59% and the program goals were met at 100% (2 out of 2).

The Contract Compliance Set-Aside Program for FY 2017/2018 showed 202% goal achievement for the SBE and 226% for the MBE.

The filing history is as follows: 2014, 2015, 2016, 2017 and 2018, Approved.

A motion was made by Commissioner Norton and seconded by Commissioner Suggs to accept the

staff recommendation to **approve** the plan of Eastern CT State University and retain **annual** filing status. The vote was: Yes (5), No (0) and Abstentions (1). The motion carried.

#### 4. **Western CT State University**

Representing the agency were Fred Cratty, Chief HR and Jesenia Miner-Delgado, Chief Diversity Officer.

The plan was recommended for **Approval**:

The agency has not met all or substantially all of its hiring goals at 34%. The promotion goals were met at 71% and the program goals were met at 100%.

The Contract Compliance Set-Aside Program for FY 2017/2018 showed 206% goal achievement for the SBE and 541% for the MBE.

The filing history is as follows: 2014, 2015, 2016, 2017, and 2018, Approved.

A motion was made by Commissioner Kapoor and seconded by Commissioner Pestana to accept the staff recommendation to **approve** the plan Western CT State University and retain **annual** filing status. The vote was: Yes (5), No (0) and Abstentions (1). The motion carried.

\*\*Chair Payne recused herself and vacated the chambers. Commissioner Suggs presided over the Request for Exemption.

#### IV. Contract Compliance Request for Exemption

UCONN Health Center, Certain Grant Based Collaborative and Consulting Agreements,  
Presented by Alix Simonetti, Commission Counsel

Following a presentation made by the agency and testimony from the requester, Veronica Cook, a motion was made by Commissioner Kapoor and seconded by Commissioner Pestana to accept the staff recommendation that the Commission approve and extend the previously granted blanket **conditional exemption** for the continuous period ending November 15, 2020, subject to 4 conditions as outlined in the request.

The vote was: Yes (4), No (0) and Abstentions (1). The motion carried.

\*\*Chair Payne returned to chambers to resume chairing the meeting.

#### V. Division Reports

##### **Executive Director's Report: by Tanya Hughes, Executive Director**

The Executive Director reported on the EEO Quarterly meeting; some personnel hires and transfers; the Auditors reviewing AA regulations; the PARS for 2019 were completed; some events attended were the MCC Construction Expo, training at MDC –Association of Women in Construction Sexual Harassment Training 2019 and the CWEALF luncheon; the training video for sexual harassment is currently seeking a sponsor for translation services.

##### **Outreach Report: by Cheryl Sharp, Deputy Director**

See detailed report

- Attend CWEALF, Oct 1
- SERC, addressing the achievement gap series, Nov 15
- Construction Expo and matchmaker, Oct 3
- Metropolitan District Council, Oct 3
- City of New Haven, Exposure to lead paint, Oct8
- Gender Identity in Athletics, Oct 15
- Stand-down, Fair Housing unit
- GNACC Healthy Living, Eastern Region
- Maple Hill School, Naugatuck, West Central Region
- Labor and Employment Seminar, South West region
- SB3 train, Legal unit

**Legislative update: by Darcy Jones, Legislative Analyst**

Darcy Jones reported on the following:

- Free online sexual harassment training introduced Oct 1 as required by the Times Up Act.

VI. New Business: 2020 Calendar, Regular Commission meeting

A motion was made by Commissioner Kapoor to review the calendar dates again before approving, specifically Feb 19, April 15, Nov 18; he also mentioned that the Jan and June meeting can likely to be moved to the LOB; it was seconded by Commissioner Pestana. The vote was Yes (5), No (0), and Abstentions (1). The motion carried.

VII. Executive Session – N/A

*(Requires a two-thirds vote of commissioners present and voting – staff and guests invited to attend must be noted)*

VIII. Return from Executive Session

IX. Old Business N/A

X. Adjournment

A request was made by Commissioner Suggs and Mambruno to send a letter to the first black Mayor of Montgomery, AL.

A motion was made by Commissioner Kapoor to adjourn the meeting; it was seconded by Commissioner Mambruno. The vote was Yes (5), No (0), and Abstentions (1).

The meeting adjourned at 4:00 p.m.